



## Modern Slavery Policy Statement 2016

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Duo Group PLC has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Duo Group PLC has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### Our business

Duo Group PLC comprises of Duo Equipment Limited, Duo Mineral Processing Limited, Duo Africa, International Construction Equipment Limited and Duo Manufacturing Limited, operating in three main business areas; equipment sales, contract processing and manufacturing. Duo provides the Aggregate, Recycling and Material Handling Industries with a comprehensive package of complete processing solutions including specific industrial applications for; waste transfer station, quarrying, sugar beet, metal recycling, roads, port handling and waste paper.

### Our high risk areas

We undertake due diligence when considering taking on new suppliers, and are in the process of reviewing our existing suppliers. We also undertake due diligence when recruiting permanent and temporary staff by carrying out stringent pre-employment checks including identification and eligibility to work in the UK checks.

### Our policies

We have internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

### Our suppliers

Duo Group PLC operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

### Training

Training on this policy and on the risk our business faces from modern slavery in its supply chains forms part of the induction process for all individuals who work for us and regular training will be provided as necessary.

## **Our performance indicators**

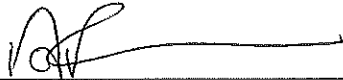
We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

## **Approval for this statement**

This statement was approved by the Board of Directors on 25<sup>th</sup> October 2016.

**Signature:**



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**Name:**

**Alex Moss**

**Title:**

**CEO**

**Date:**

**25<sup>th</sup> October 2016**